



EMPLOYMENT TRIBUNALS

Claimant: Ms R Khan
Respondent: Bayview Healthcare Limited
Heard at: Southampton (by video) **On:** 30 June and 1 July 2021
Before: Employment Judge Fowell
Mr N Thornback
Mr R Spry-Shute

Representation:
Claimant: Mr G Edwards of Southampton Advice and Representation Centre
Respondent: Mr Michael Okorie, Director

JUDGMENT

The unanimous decision of the Tribunal is as follows:

1. The complaint of discrimination on grounds of pregnancy and maternity is upheld.
2. The complaint of unlawful deduction from wages is dismissed.
3. The respondent failed to provide the claimant with a statement of employment particulars within two months of her start date and is awarded two weeks pay under section 38 Employment Act 2002.
4. The claimant is awarded compensation in the sum of **£10,632**, as follows:
 - a. Compensation for injury to feelings £7,500
 - b. Interest on the above £1,050
 - c. Compensation for loss of earnings £1,600
 - d. Interest on the above £112
 - e. Two weeks' pay £370

Employment Judge Fowell

Date: 30 June 2021

Judgment sent to the Parties: 08 July 2021

FOR THE TRIBUNAL OFFICE

Note: Reasons for the judgment having been given orally at the hearing, written reasons will not be provided unless a request was made by either party at the hearing or a written request is presented by either party within 14 days of the sending of this written record of the decision.